Minutes of the
Meeting of the Executive Committee
of the
World Council of Churches

29 February - 3 March 2000

Meeting held at the

Ecumenical Institute Bossey, Switzerland

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World Council of Churches

EXECUTIVE COMMITTEE MEETING

held at the Ecumenical Institute, Bossey, near Geneva

29 February - 3 March 2000

1. OPENING ACTIONS

1. 1 Worship

Morning worship was led by members of the Executive Committee each day in the Chapel of the Ecumenical Institute, Bossey. The order of worship was prepared by the WCC Worship Consultant, Rev. Terry MacArthur.

1.2 Call to Order and Welcome

The Moderator, His Holiness Aram I, called the meeting to order at 9.10 hrs on Tuesday, 29 February 2000. He welcomed all participants. He then invited some Executive Committee members from different regions to speak informally about the ecumenical implications of recent events in their respective countries.

1. 3 Roll Call

The General Secretary called the roll of members present, noting apologies from the Rev. Dr. Hilarion Alfeyev and Ms. Donnalie E.C. Edwards. The Moderator agreed that the Rev. Fr. Mikhail Gundyaev could substitute for the Rev. Dr. Hilarion Alfeyev. He also congratulated H.G. Dr. Nifon who has become Archbishop of Targoviste.

1.4 Minutes of Previous Meeting

The minutes of the last Executive Committee meeting , held in Geneva, 24-25 August 1999, were approved as printed.

1.5 Adoption of Agenda and Timetable

The General Secretary introduced the proposed Agenda and Timetable which were adopted with some minor changes.

2. REPORT OF THE GENERAL SECRETARY

2.1 General

The General Secretary reported that the five months since the meeting of the Central Committee had been a very intensive period for staff and that there had been a significant change in atmosphere. He highlighted the following events: Evaluation of the Harare Assembly, reorganization of offices according to the new structure, renovation of the Jura wing of the Ecumenical Center (two floors have now been rented to the UN AIDS Team) and the introduction of a new computer program. Some Commissions and Advisory Groups had met. The remaining groups will meet in the near future.

2.2 Visits by the General Secretary

Dr. Raiser reported in some detail on visits he made to Cuba, Honduras, the Czech Republic, the USA and to Rome, accompanied on each occasion by a small staff team.

In **Cuba** he experienced the difficult process of transition as the country goes through change from an atheistic to a laicized society. The churches have gained a new vitality, and it is hoped that the traditional ecumenism will be broadened

in future and also include the Pentecostal churches and the Roman Catholic Church.

Although the WCC has no member church in **Honduras** it has been involved in humanitarian assistance in response to the hurricane disaster, which had drawn the local churches closer together. Dr. Raiser hoped that the WCC could conduct a course for church leaders in this region in order to expose them to the ecumenical movement.

The General Secretary mentioned that in the **Czech Republic** a new ecumenical approach is needed. Apart from encounters with the leadership of the member churches, he was able to meet with faculty and students of theological faculties and seminaries.

The General Secretary paid three visits to the **USA**: in November to Cleveland, Ohio for the annual meeting of General Secretaries of the Regional Ecumenical Organizations and for the 50th anniversary of the NCCCUSA; in December to Atlanta for the annual meeting of the US Conference of WCC member churches. He also paid a visit to the Secretary General of the UN, Kofi Annan and to H.E. Archbishop Demetrios of the Greek Orthodox Archdiocese of North America. In January he was invited to lecture at the Episcopal Divinity School, Cambridge, Mass.

In February Dr. Raiser visited the Sant' Egidio Community in **Rome**, together with staff of the team on International Relations.

2.3 Visits to the WCC

The General Secretary reported on some visits by churches and ecumenical partners to the WCC:

Bishop Walter Kasper, who has taken up his new position as Secretary of the Pontifical Council for Promoting Christian Unity of the Roman Catholic Church, paid his first official visit to the WCC in February.

Mr. Mike Moore, Secretary General of the World Trade Organization, visited the World Council of Churches. He had heard that the Team on Justice, Peace and Creation was focussing its work on globalization. Mr. Moore was seeking ways of cooperation with the WCC. Dr. Raiser pointed out, however, that the WCC did not send representatives to the NGO network in Seattle.

Dr. Randolph Nugent, General Secretary of the Board of Global Ministries of the United Methodist Church, USA, visited the Ecumenical Institute Bossey and presented a check in the amount of US$ 1.5 million to endow a chair on Mission.

The purpose of these visits was to strengthen and broaden the interaction with the WCC.

2.4 Meetings

Dr. Raiser referred to the **Special Commission on Orthodox Participation in the WCC** which met in December 1999 for the first time. It had agreed on an agenda, a working style and a timetable.

After a session in November 1999, another meeting with **funding agencies** would take place in April 2000 to discuss a new model of cooperation. The establishment of a desk to work on Advocacy will be on the agenda.

The **WCC-LWF staff group** which was set up following decisions by the WCC Central Committee and by the LWF Council, has begun its work. A report is expected by the end of March 2000 for presentation to the LWF Council in June 2000 and the WCC Executive Committee in September 2000.

2.5 Special Concerns

The General Secretary pointed out that a book entitled **"Nationaler Protestantismus und ökumenische Bewegung. Kirchliches Handeln im Kalten Krieg 1945-1990"** (National Protestantism and the Ecumenical Movement. Churches' Acting during the Cold War, 1945-1990) had been published in German using the material found in the archives of the state security office of the former German Democratic Republic. The book is the result of a

research project financed by the Federal Ministry of the Interior in Germany and carried out by Professor Besier and his associates. Only the first chapter by Armin Boyens on *the World Council of Churches and the Evangelical Church in Germany between West and East* deals with the World Council of Churches as such.

Dr. Raiser, referring to **international interreligious initiatives**, pointed out that the WCC policy has been rather reserved with regard to these initiatives, but it may have to reconsider its policy and strategy. Some member churches have already been involved in global interreligious initiatives.

Dr. Raiser informed the Executive Committee that the WCC had received an informal invitation to hold the **next meeting of the Central Committee** in Berlin, Germany. Since then some exploration has been undertaken, and he thought it would be possible to organize such a meeting there if the German member churches are prepared to contribute to the cost of the meeting.

2.6 Miscellaneous

Dr. Raiser referred to a letter which he received from a member of the Executive Committee about the **lack of communication between the WCC and members of its governing bodies**. Dr. Raiser assured the Committee that everything possible would be done and suggested that this concern be included in the agenda for the next meeting of the Central Committee.

In the meantime

- after each officers' meeting the General Secretary will send a letter to the members of the Executive Committee informing them of the decisions taken;
- all members of the Executive and Central Committee will receive the Ecumenical Review, ENI and the new publication entitled "WCC News";
- there is also a possibility to use INTERNET for information especially designed for members of governing bodies.

The General Secretary informed the Executive Committee members that many reports indicated that a worship service and a preceding conversation with him and some staff members which were televised (France 2 and TSR) on Sunday, 23 January 2000, during the Week of Prayer for Christian Unity had a strong impact on the public.

In the **discussion** which followed the General Secretary's presentation, a number of comments were made and questions raised:

- It was felt important to conduct a course on ecumenical education for the leadership of the churches in **Honduras**, with the possibility of extending the model to other countries.
- With reference to **international interreligious initiatives**, it was mentioned that the WCC should take responsibility to give some guidance on behalf of its member churches. Can the WCC find ways to stimulate interreligious initiatives towards peace?
- Bishop Huber reiterated the invitation of the German churches to hold the **next meeting of the Central Committee** in Berlin. This would provide an occasion to strengthen ecumenical relations there and have a symbolic significance not only for Europe but for the whole world. He expressed hope that the practical and financial problems could be solved.
- It was agreed that the study on "The Churches in the Conflicts of the Cold War" and the "Dossier" prepared by the WCC should not be given wider circulation.

3. REPORT ON THE PROCESS OF INTERNAL STRUCTURAL CHANGE

Mr. Georges Lemopoulos introduced a paper on the process of internal structural change. He emphasized that the paper was a tentative assessment at the end of the first year.

3.1 What are the changes accomplished?

- The team and cluster based structure is functioning.
- Throughout the planning process, resources have been shared among teams, and some team coordinators have been involved with fund-raising, thus assisting the task of their colleagues in Finance.
- New teams, foreseen by the new structure, e.g. the Public Information Team, are functioning successfully.
- The new staff positions suggested by the new structure, i.e. the Cluster Communications Officers and the Financial Controllers, proved to be valuable instruments, strengthening an integrated style of work.
- The working style of newly appointed staff reflects the new ethos of change.
- The planning process has strengthened the integrated approach to programs, budget and fund-raising.
- The two documents - *The Three-Year Plans* (2000-2002) and the *Master Asking Document* (2000) - are being constantly referred to with the aim of improving their presentation and making them more user-friendly.

The changes also transcend the internal life and work of the Council:

- There is visible progress in defining and spelling out the role of the Council and its strategic objectives within the ecumenical movement.
- The planning process is gradually leading the staff to start "from the other end" by engaging in dialogue with the constituency and ecumenical partners.
- The tools used for the planning process are gradually becoming instruments that offer the Council the possibility of looking at and presenting its programmatic activities from a variety of perspectives, of placing each activity in a long-term perspective, and of tracing each activity at various levels. Beyond the intrinsic value of an efficient managerial tool, it also responds to the extremely important need for accountability.
- Recent contacts with ecumenical partners demonstrate that the Council's work on CUV and its structural implications has brought the WCC to a rather privileged position, enabling it to articulate the fundamental institutional problems and face a growing number of difficulties and challenges.

3.2 What are the lessons learnt?

At the end of this first year one could affirm that the required change is much deeper than anyone initially thought. A more profound and long-term process of change has been inaugurated.

A few of the most important immediate implications are the following:

There is a growing need for *new methodologies.*

There is also a growing need for an *ecumenical learning for staff*, focussing on the history and the overall agenda of the ecumenical movement, the member churches and the ecumenical partners.

New methodologies and ecumenical learning should be considered in the wider framework of the fundamental need for the WCC to be *responsive* to the concerns of its member churches and ecumenical partners.

There is a growing conviction that *evaluation*, designed together with program planning should include the collection of data from outside on the progress of the program, its relevance, and its proposed outcomes.

3.3 Further work on internal structures

The Staff Leadership Group and the team coordinators have identified the following areas that need further internal work and, consequently, appropriate adjustments.

The *team coordinators* have constituted a key element in the application and development of the new team-based structure. The main challenge now is to ensure their vital participation in the whole process.

The *Staff Leadership Group (SLG)* is gradually moving from a "management team" to a style of "collegial leadership". There are a number of points that still

need further attention: the way the agenda of the SLG is prepared; the possibility of referring most decisions to functional directors to free the SLG for policy discussions; the ways of internal communication with staff.

The *Staff Consultative Group* is an in-house mechanism to provide a space for debate and dialogue. It should be revitalized to find a process for common reflection and exploration of new issues.

3.4 The Way Forward: Towards Institutional Development

The Staff Leadership Group has identified and attempted to define the strategic objectives for three functional areas of the WCC: human resources, information technology, and income development.

Human Resources: There has been a continuous in-house reflection and discussion process on this matter. First, the daily experience of staff has shown that a review was needed of the human resources policy to adjust it to the new structure and working style of the WCC. This would entail a change of current staff rules and regulations. Second, the work with the consultant, Dr. Morgan Gould, had led to the conclusion that in order to support the present team-based structure, a shift from job descriptions to role profiles was imperative. Third, a survey on remuneration and compensation involving all the staff of the Council confirmed the need for a competence-based model, offering staff the possibility for continuous learning and development of their skills. To facilitate this task and place the concern in the long-term perspective of a strategic objective, a new "Human Resources Manager" would have to be recruited.

Information Technology: Along with the planning process and the introduction of new tools, there have been constant efforts to understand user requirements and needs. In-house discussions and reflection at various levels have led to the conclusion that it is necessary to differentiate between the maintenance and the development functions of IT. The latter would link more directly to strategy and include external communication, dialogue and exchange both internally and with ecumenical partners. It would also involve a constant search for new working methods for the delivery of services and products.

The strategic objective would be the creation of an integrated "partners and contacts database" that would enable the WCC to link networks, maintain institutional memory, target specific issues, geographic regions, churches, and specific concerns. Another strategic objective would be an integrated database for the archiving and retrieval of the Council's institutional memory.

The Staff Leadership Group has asked for an "audit", analyzing the present possibilities offered by the Council's IT services and their possible development in the coming years. Further policy discussions in this area should include the identification of the human and material resources needed and to expand the IT function, and to centralize several important functions in the house: needs of the Communication Cluster in implementing its strategy, populating the ecumenical database with partners, networks, contacts, Assembly preparation, etc.

Income Development: In the course of preliminary discussions, this strategic objective emerged as a task to identify a development approach consistent with the WCC's uniqueness as a global ecumenical organization. The emphasis given in this area of reflection was away from "fund-raising" per se, and more toward a comprehensive understanding of income development as integral part of the Council's institutional development.

The Staff Leadership Group is committed to further explore the possibility and the feasibility of creating endowment funds, not for the Council's on-going programmatic activities as such, but for areas that require long-term investments and are usually financed by such funds (i.e. the Library and the Archives).

3.5 Discussion

In response to a question about how the changes in the WCC relate to changes at local and regional levels, the Deputy General Secretary reported that there are mutual consultations with the Regional Ecumenical Organizations, and regular meetings between the General Secretaries of Christian World Communions, which have their headquarters in the house, and the General Secretary of the WCC.

Regarding the changes of the rules and regulations, it was pointed out that the language of these documents has to be adapted to the present structure and some new elements have to be introduced in order to help the structure function.

It was emphasized that the difference between a job description and a role description is that the job description relates to a desk and the role description relates to the team structure.

With regard to ecumenical learning, meetings and seminars for new-comers are planned together with the Ecumenical Institute Bossey on an informal basis.

4. MEMBERSHIP MATTERS

4.1 Membership Issues

The Sub-Committee on Staffing and Nominations discussed at some length the issue of WCC membership, taking into account earlier discussions of the Executive Committee and of the Central Committee.

The Sub-Committee recommended and the Executive Committee agreed that the staff be asked to bring to the next meeting of the Executive Committee a first draft of a discussion/reflection paper on the issue of membership. This paper should draw on the discussion in the Sub-Committees of the Special Commission as well as on other discussions presently taking place (such as for example with LWF). The paper should also be made available to the Special Commission at its next plenary session in October 2000.

4.2 Applications from Churches

The Sub-Committee on Staffing and Nominations discussed the matter of membership applications with reference to the decision of the Executive Committee at its meeting in March 1999 and recommended to the Executive Committee that the applications for membership of the churches whose files have been completed but which have not yet been visited, be processed with a view to submitting these applications to the Central Committee.

Africa
Evangelical Lutheran Church of Ghana
Eternal Sacred Order of the Cherubin and Seraphim, Nigeria (African Instituted Church)
Evangelical Lutheran Church in Namibia
Africa Inland Church, Sudan
Association des Eglises baptistes au Rwanda

Asia
Convention of Philippine Baptist Churches, Philippines
Mara Evangelical Church, Myanmar (for associate membership)

Pacific
Ekalesia Niue

A number of additional applications are still in process of being completed.

4.3 Applications from Councils of Churches

On the recommendation of the Sub-Committee the Executive Committee recommends to the Central Committee to receive the *Federation of Evangelical Churches and Missions of Cameroon* and the *Malawi Council of Churches* as associate councils with the World Council of Churches.

5. SPECIAL COMMISSION ON ORTHODOX PARTICIPATION IN THE WCC

Mr. Lemopoulos introduced the report on the Special Commission. He pointed out that the inaugural meeting was held in December 1999 in Morges, Switzerland. The Commission is composed of an equal number of representatives appointed by Eastern and Oriental Orthodox churches and representatives from the other member churches of the WCC appointed by the Central Committee. The two Orthodox churches which had withdrawn their membership from the WCC were represented by observers. The Special

Commission has been appointed for an initial period of three years.

The work of the Special Commission is in a sense the continuation of the process "Towards a Common Understanding and Vision of the WCC" (CUV). During the first meeting four areas were identified on which the Special Commission will focus its work in 2000: (1) the organization of the WCC; (2) the style and ethos of our life together in the WCC; (3) theological convergences and differences between Orthodox and other traditions in the WCC; and (4) existing models and new proposals for a structural framework for the WCC that would make possible meaningful participation by Orthodox churches.

Four Sub-Committees have been named to discuss these topics thoroughly and prepare reports for the next plenary meeting which is scheduled for October 2000. At that meeting, the Special Commission will prepare an interim report to be submitted to the Central Committee in January 2001.

Mr. Marlin VanElderen reported about the forthcoming **meeting of Sub-Committees I and IV** to be held in Damascus, Syria, March 6-8, 2000. Sub-Committee I will discuss the "Organization of the WCC" and Sub-Committee IV will discuss "Existing Models and new Proposals for a structural Framework for the WCC".

The WCC staff had prepared for these two Sub-Committees a dossier of resource papers consisting of a selection of documents excerpted or summarized from the WCC discussions on membership, on the Ecumenical Forum, the CUV progress reports and the churches' responses to the CUV document.

In the meeting of Sub-Committee I there will be two presentations on consensus models of decision-making, a presentation that addresses some of the main questions raised by Orthodox reflections and proposals, and two Protestant responses to the documents coming from the Inter-Orthodox preparatory meeting held in Chambésy.

In the meeting of Sub-Committee IV there will also be two presentations reflecting on the vision for the future of the WCC, two presentations reflecting on and reacting to the article of Metropolitan Kirill of Smolensk and Kaliningrad

entitled "A possible Structure of the World Council of Churches: Proposals for Discussion", and one presentation commenting on and reacting to sections III and IV of Metropolitan Chrysostomos of Ephesus article on "Preliminary Recording of Orthodox Proposals for an Unimpeded Participation of the Orthodox Churches in the World Council of Churches".

Sub-Committee II will meet in Vilemov, Czech Republic, 29 July - 2 August 2000. They will focus on the topic "The Style and Ethos of our Life together in the WCC".

Sub-Committee III will meet 22-24 August 2000 in Crete, Greece. The topic for discussion is "Theological Convergences and Differences between Orthodox and other Traditions in the WCC".

Discussion

Some comments by Executive Committee members who are also members of the Special Commission and who had attended the December meeting:

- The meeting was very constructive. The participation of observers from the Orthodox Churches in Bulgaria and Georgia was important.
- Many people in the Orthodox world are waiting for the results of the meetings of the Special Commission.
- The preparatory meeting in Chambésy contributed to a better preparation of the Orthodox participants.
- Disappointment was expressed that the Orthodox Church in Serbia was not represented.
- In this very crucial moment of the WCC history a message should go to the wider constituency informing them of the positive signs regarding changes for the benefit of the WCC and the ecumenical movement.
- Protestant and Orthodox member churches are going through a learning experience. They are anticipating the future in a new way in the light of CUV.
- The Special Commission is working within the context of the life and witness of the WCC. It is a dialogue between WCC member churches. It is not a WCC decision-making body. Its task is to formulate proposals and recommendations to the WCC Central Committee for decision.

6. PRELIMINARY FINANCE REPORT

The Moderator of the Finance Committee, Bishop Wolfgang Huber, gave a brief overview of the financial situation of the Council.

1999 Results: He noted that the year 1999 ended with a surplus of approximately CHF 850'000 above budget due to very favorable returns on the Council's investment portfolio.

Budget 2000: With regard to the consolidated budget for the year 2000 an operating deficit of CHF 400,000 is anticipated due to a drop in contributions of CHF 600,000 against 1999 income. In addition there will be an increased expenditure in staff costs: 1% cost of living adjustment and 2% extra Pension Fund contribution. A significant increase in Publishing and Production costs is foreseen, reflecting the resumption of the publications program deferred in 1999 and because of new priorities of the Council in communication and publication.

Use of 1999 Surplus: It is proposed to use the 1999 surplus as follows: CHF 300,000 for the 9th Assembly fund (year 2000 contribution); CHF 500,000 toward the Central Committee expenses in 2001 and a 100,000 appropriation to the building maintenance reserve.

Conditional Budget 2000: Certain expenditures can only be realized during the 2nd part of the year as they are contingent upon additional income above the budgeted "base line".

UDI Income Strategy: A strategy has been developed with the intention of raising undesignated income to CHF 10 million over the next 5 years. This will be achieved through increased membership contributions and through an increase of the number of contributing churches from 50% as now to 75%. This goal should be reached by

- individualized letters to member churches,
- a regionally based strategy developed in cooperation with member churches within each region,
- using staff travel to engage churches in discussions about the financial

aspect of membership commitment,
- intentional visits of staff and governing bodies to member churches,
- development of a particular membership fund-raising campaign in the USA (process currently engaged to hire two US based income development executives).

Staffing Issues: It was further noted that there will be a regrouping of responsibilities of the Finance and Administration Staff. A recruitment process has started for an Income Monitoring Development (IMD) Manager and a Human Resources (HR) Manager.

Ethical Investments: It was reported that it was unfortunately not yet possible to present a revision of the guidelines for ethical investments as requested by the Executive Committee in August 1999, as further time is needed for more thorough research.

The preliminary finance report was then referred to the Finance Sub-Committee for discussion and action (see Report of the Sub-Committee below, pp. 46).

7. DECADE TO OVERCOME VIOLENCE (DOV)

Ms. Aruna Gnanadason and Ms. Kristine Greenaway reported on developments related to the Program to Overcome Violence (POV) which was approved by the Central Committee in 1999 (see Central Committee Minutes, pp. 93, 185-195).

The Decade to Overcome Violence is meant to capture the excitement and expectations of churches, ecumenical organizations, groups and movements around the world for the positive, practical, and unique contribution of the churches to building a culture of peace.

During the year 2000 churches and ecumenical partners are invited to join the preparation for the DOV and to outline their specific priorities and projects in their region and thus contribute to the development of the program. In 2001 simultaneous launches will be organized around the world, involving local congregations and groups as well as a highly visible, international event.

Different issues and appropriate methodologies will be used in the process.

One of the objectives of the launching is to attract the media so that it will reflect DOV in various cultural contexts.

The two key functions of the DOV are:

- to learn of activities in various regions and to share this information with other regions, thus encouraging interaction;
- to lift up themes which the UNESCO and other UN agencies are dealing with and to relate them to the work done by member churches.

A reference group has been set up within the WCC to launch the DOV. A seconded staff person will be located within the Team Justice, Peace and Creation and will be working with this group.

A flier has been prepared in five languages (E,F,G,Sp,R) and is being widely distributed.

In the **discussion** which followed it was pointed out that while there is a deep commitment of churches to peace, it may not be possible for churches in some countries to follow the suggested timetable, because churches work in different rhythms.

The importance of communication between the churches and the WCC was stressed. Team visits to churches may therefore have to come at an early stage. Ways should be found to provide church leaders with access to studies which have already been done.

Reference was made to earlier experiences of the WCC with the Justice, Peace and Integrity of Creation (JPIC) process and the Decade of Churches in Solidarity with Women.

It was finally noted that the DOV process is a participatory, prophetic and transforming process and that it has an interreligious dimension.

8. ADVOCACY

Dr. Elizabeth Ferris introduced the discussion paper on Advocacy and highlighted some of the main issues.

In the current ecumenical context the following working definition was proposed:

> Advocacy is a specific form of witness on political and economic issues by churches, church-related agencies and other organizations which aims to influence policies and practices of governments, international institutions and the corporate sector in order to bring about a more just, peaceful and sustainable world.

Advocacy has always been important in the work of the churches and of the ecumenical movement. Churches have challenged their governments on a range of issues and have important roles in the development of international instruments and standards. Most recently WCC's engagement in advocacy was affirmed by the Program Guidelines Committee of the WCC Assembly in Harare which proposed the following WCC roles for the future:

- to serve as a shared platform for advocacy and making the voices of the churches heard in relation to the international mechanisms and constituencies that are actors in the global arena;
- to serve as a catalyst for building coalitions with other constituencies and for sharing interpretation and joint action with other faith communities;
- to serve as an enabler through linking local and regional churches as appropriate, and bringing parties around the table;
- to be a focal point for information-sharing, networking and watch functions.

A major section of the discussion paper deals with the biblical, theological and ethical themes.

The proposed mechanism for the WCC's role in global advocacy is envisioned as a flexible, *coordinating instrument* for working together on commonly-defined priorities.

The *aim* is to enable churches and ecumenical bodies to be more effective advocates for a more just, peaceful, and sustainable world.

The *objectives* are:

- to set priorities for common action on global or regional issues which need global advocacy;
- to provide for development of effective strategies to advance those priority issues;
- to encourage collective action on other advocacy issues by members;
- to engage the churches to become more active in advocacy in their own contexts;
- to provide an ecumenical framework within which global advocacy is undertaken on specific issues;
- to share information and educational materials on current and planned advocacy initiatives;
- to stimulate the development of strategic alliances with other faith communities and civil society.

Participants:

- World Council of Churches (including representatives of member churches, members of WCC's Program and Central Committees, Commissions, Advisory Groups and staff with particular expertise and interest in advocacy);
- Ecumenical regional organizations, including representatives of the regional ecumenical organizations (REOs), regional and sub-regional networks with particular expertise and interest in advocacy;
- Representatives from church-related agencies and specialized departments within churches with particular expertise and interest in advocacy;
- Representatives of Christian World Communions (e.g. Lutheran World Federation, Anglican Consultative Council, etc.) and global ecumenical networks (e.g. World Alliance of YMCAs, World Association of Christian Communicators);
- Representatives of Roman Catholic organizations with particular expertise and interest in advocacy (possibly as observers).

Criteria for participation: As this instrument is intended to provide a flexible way of coordinating advocacy, the principal criteria for participation will be interest and expertise in advocacy. The WCC will coordinate invitations to the first meeting.

The new mechanism would include:

- *Regular meetings* (perhaps called a Forum, Platform, or Consultation) of participants from the ecumenical family to set priorities, share information, identify organizations willing to work intensively on particular issues, and stimulate the building of strategic alliances on many issues;
- *Smaller groupings* (perhaps called strategy groups or task forces) of individuals and organizations on each of the specific priority issues to carry out the advocacy work.

In order to support the work of the new advocacy mechanism and to strengthen its own advocacy work, the World Council of Churches will create a **new council-wide office on ecumenical advocacy**. The creation of this new office will both enhance the coordination of WCC's on-going advocacy work and enable the Council to live up to the spirit of the Common Understanding and Vision process by developing new ways of working with its broader constituency. The office will liaise with all WCC programs involved in advocacy and will provide staff support for the new ecumenical mechanism for global advocacy.

In the following **discussion** Dr. Raiser pointed out that this proposal will be submitted to the heads of agencies in April 2000 in order to seek their support and secure the necessary funding for the proposed office.

It was further noted that it is important to consider not only a structure for advocacy work, but also the biblical, theological and ethical aspects of the work.

While the concept was initiated by Western partners, partners from the South are already involved, and because the WCC was taking the lead, it was seen as a positive development.

This issue was then referred to the Program Sub-Committee for action (see Sub-Committee report, pp. 43 below).

9. REPORT OF THE CLUSTER ON COMMUNICATION

Ms. Kristine Greenaway highlighted the work of the Cluster which works in two teams: the Public Information Team and the Publications and Documentation Team.

The strategic objectives for the years 2000 - 2002 are:

- make the WCC more visible to its constituency;
- make the WCC more visible to the wider public;
- let the WCC be recognized as viable and flexible and
- develop a working style that is both pro-active, and responsive to the priorities of the WCC.

She then referred to the themes which were adopted by the Central Committee in 1999 as a framework for the Council's future work:

- Being Church, e.g. support of the work of the Special Commission;
- Caring for Life, e.g. response to crises and opportunities (such as Kosovo, East Timor, bio-ethics, human sexuality, delegation visits);
- Ministry of Reconciliation, e.g. the Decade to Overcome Violence;
- Common Witness and Service amidst Globalization, e.g. globalization, Africa.

In reporting about the meeting of the Communication Advisory Group the following was mentioned:

The Advisory Group will establish three small task groups of experts on Marketing, Communication and Electronic Technology, and Radio.

The group on *Marketing* would focus on publications, WWW and visual arts. It would help define phases, timeliness and methodologies.

The group on *Communication and Electronic Technology* would monitor and develop the WCC's use of technology, especially INTERNET and visual arts.

The group on *Radio* would analyze actual needs of radio journalists and radio stations in the different regions and explore ways and means of enabling the WCC to link with existing networks.

Priorities for the Communication Cluster in 2001 are:

The Decade to Overcome Violence

- to find a communicator for the DOV in 2000;
- to train and provide materials for staff who will be asked to speak about the DOV;
- have displays about DOV in the Ecumenical Center entrance.

Dialogue with the Orthodox, Protestants and Anglicans

Africa (African models of peace-making and reconciliation, the growth of the church in Africa, AIDS, war, ethnicity, refugees and debt).

The following questions were raised by the Communication Cluster:

- What is the best way to develop a Communication Strategy for the Decade to Overcome Violence in the various regions?
- What are the Communication Information needs of Executive and Central Committee members in between meetings?
- Should a session be planned for the Central Committee members to assist them in their responsibility for communicating about WCC meetings?

The following work had been done since the 1999 meeting of the Central Committee:

- work has begun on the preparation of a new logo taking into account the history and the new emphases of the WCC;
- the Communication Advisory Committee which was held in February 2000, reviewed the Report of the Program Committee to the Central Committee 1999; the document on the three-year plans of the Communication Cluster; the summary on programmatic emphases and work priorities; the report on media coverage of the WCC during the Harare Assembly; and drafted terms of reference for advisory groups;

- a new periodical entitled "WCC News" is being published in four languages;
- the process to produce and sell new books was examined;
- a case study was done on WCC response through the media to the Kosovo crisis.

It was also reported that a youth intern from Zimbabwe will join the Cluster, and it is hoped that this will help to communicate more effectively in the context to Africa. A youth intern from Armenia will work on the world wide web with the WCC web co-editors. A guest editor from Cameroon will prepare the next edition of "WCC News".

Discussion

The importance of the radio work was emphasized as in many parts of the world it is the most common means of communication. A network of people should be developed who would translate the WCC material into the language of the region. It was noted that the WCC itself cannot produce radio programs, but hopes to send material to producers in various regions. It is also contacting key people in the regions to create a network.

It was pointed out that the "WCC News" is a valuable means of communication. It should however be published every two months and not only four times a year, and it should be sent to editors of church papers. It was suggested that a network be built in order to set up a relationship between the member churches and the Communication Cluster. It was also suggested that the Church Associated Press in the USA could become a valuable contact for the Cluster.

It was mentioned that apart from the publication of books, other newsletters are published by the various teams of the WCC and that the limited funds might be used more effectively.

Appreciation was expressed about the video on the Harare Assembly. It is very useful in making the WCC visible in the regions.

Communication work should be coordinated with regional and national councils of churches especially regarding translation and distribution. The production of video programs should be increased as videos are widely used in many countries.

On behalf of the Program Sub-Committee, the Sub-Committee on Staffing and Nominations dealt with three questions raised by the Cluster of Communication as follows:

- In response to the request for information about issues of violence of most concern to member churches in their areas and how to encourage discussion, an extensive list of concerns and possible communication methodologies were offered. These will be shared with the DOV Communication Consultant and with the staff group in preparation of a DOV communication strategy to be further developed at the meeting of the DOV Reference Group.

- Discussion of the needs of members of the Executive Committee and the Central Committee for information between meetings pointed towards existing sources of information (ENI, WCC News, WCC Website, etc.). Members of the Sub-Committee supported the idea of making other material available via a list serve developed for members of governing bodies. Further, it was recommended that members of those governing bodies who do not have direct e-mail access could be contacted and offered their choice of this material to be sent by post.

- The Sub-Committee supported the idea of having a session during the next Central Committee meeting similar to the introductory session at the Central Committee meeting in 1999. Such a session would help Central Committee members to develop a broader sense of their role, including an understanding of their responsibility to share information about the WCC after each Central or Executive Committee meeting. In order to assist members in this work, the session would include information regarding WCC resources available to them.

In thanking the Cluster for the excellent work which is being done, the Moderator emphasized that communication is a powerful instrument for the prophetic role of the churches.

10. REPORT OF THE CLUSTER ON ISSUES AND THEMES

Ms. Aruna Gnanadason introduced the Report of the Cluster on Issues and Themes. She pointed out that the weekly meetings of the Team Coordinators and occasional meetings of all staff of the Cluster have helped to share the work, plan future work and reflect together on common concerns. The four teams - **Faith and Order**, **Mission and Evangelism**, **Education and Ecumenical Formation,** and **Justice, Peace and Creation** - have done considerable work since the Executive Committee last met.

10.1 Faith and Order

The Faith and Order Team has been following up various approved projects and has organized small planning meetings with regard to the Hermeneutics Study Process, Christian Anthropology, Ethnic Identity, National Identity and the Unity of the Church in which the JPC Team also contributes, and on Worship and Spirituality. A consultation on Ecclesiology and Mission is being planned with the Mission and Evangelism Team. Work has been done with several NCCs and REOs. A new survey on Church Union Negotiations has been produced and a listing of United and Uniting Churches has been prepared.

Material for the Week of Prayer for Christian Unity for 2001 has been prepared with colleagues from the Pontifical Council for Promoting Christian Unity. Additional extensive work is being done with the Roman Catholic Church on the subject of baptism.

10.2 Mission and Evangelism

Plans are underway to publish the health newsletter **CONTACT** in French, Spanish and Mandarin. Several steps have been taken to train church and health workers on HIV/AIDS, including a new initiative in French speaking Africa and in the southern part of Africa. The Pharmaceutical Advisory Group has met and made further plans. The (International) URM global working group has met and will be sharing its evaluations at the upcoming meeting of the CWME Commission, with special focus on relationship between the URM movement and the churches. The joint evangelism program of CLAI and the WCC has been

strengthened. A two week training course on Mission and Evangelism was organized with the NCC India.

"Challenges to Christian Mission in Africa Today" was the theme of a consultation organized in Madagascar together with the AACC, the CEVAA, and UEM. It brought together theologians and theological educational institutions of French-speaking Africa. The involvement of the Mission Team took place with the agreement of the Education Team.

The team is participating in the common program of WARC and the John Knox Center on Mission in Unity within the Reformed family. It is based on the conviction that the question of unity among churches of this confessional tradition has essential missionary and ecumenical implications.

The team also participated in the general assembly of the International Association of Mission Studies and in the common consultation on Partnership in Mission called by CEVAA, CWM and UEM.

A Consultation was organized with the Uniting Church of Australia on multi-cultural ministries as a follow-up of the **Gospel and Cultures** study.

The team has been involved together with the Faith and Order Team in the preparation of the joint consultation on Ecclesiology and Mission.

10.3 Education and Ecumenical Formation

A workshop on Women and the Arts explored creative ways of ecumenical education.

An evaluation of the tri-country **program on Mission and Social Justice** between Germany, India and the Philippines has been done after 20 years of its existence.

A questionnaire has been sent to WCC member churches to gather information about ecumenical learning through partnerships between congregations in different contexts in order to help plan programs and develop methodologies of

ecumenical learning.

Changes are being implemented in the administrative procedures of the **Scholarships** Team in order to make the program more efficient and effective.

Discussions are underway to appoint two regionally based theological consultants for the Asia/Pacific and Latin America/Caribbean regions. It is proposed that they work 50% with the WCC network while continuing their work in a theological faculty.

A consultation was held in Athens on **Orthodox Theological Education and Ecumenical Themes**. The recommendations have been addressed to the Ecumenical Theological Education (ETE) staff and to Orthodox theological educators and churches.

The 25th anniversary of the World Collaboration Committee of Christian Lay Centers, Academies and Movements for Social Concern (now called OIKOSNET) has been celebrated and a book has been published.

Dossiers of educational materials on ecumenical themes have been prepared.

10.4 Justice, Peace and Creation

The Advisory Groups on Justice, Peace and Creation and on Women and on Youth had successful meetings in Geneva in February 2000. The JPC Team focussed its work not only on the impact of globalization, but also on emerging alternatives. Results of a meeting in Sri Lanka on Theological Perspectives in Overcoming Violence will be part of the background material for the DOV.

The working group on Biotechnology has so far concentrated on contributions by Indigenous Peoples to the debate on Intellectual Property Rights. The group also works with farmers' communities on agriculture and seed varieties.

Two study projects continue in the context of the Climate Change program:

- a study on emission trading with emphasis on equity and justice. Emission trading is a key issue in the UN Framework Convention on Climate Change;

- a study on mobility.

The Disabilities Program has held a meeting of the EDAN network in Nairobi, Kenya. There is a clear focus and action plan with regard to a Decade of Disabled Persons in Africa.

The youth program has given a new focus to the program for Stewards as an opportunity for ecumenical learning. In the evaluation of the World Youth Program (WYP) it was recommended that it should be brought closer to the life of youth in the churches and focus on common global themes. In 2001, it will focus on DOV.

The JPC Team is participating in the preparation of the World Summit on Social Development (Geneva 2000) to be held in Geneva in June 2000. Work has also been done with the World Alliance of Reformed Churches on the impact of globalization and emerging alternatives.

The **Indigenous People's program,** apart from contributing to the biotechnology debate, has facilitated the participation of Indigenous Peoples from around the world in UN processes including the UN Permanent Forum on Indigenous People. Work has been done in cooperation with the health staff on Indigenous Peoples and health. A meeting was held in Rwanda on land and spirituality, bringing together Indigenous Peoples in the Great Lakes region.

The work regarding **Racism** has focussed on the Ecumenical Study Process on Understanding Racism Today. It is moving towards a 2002 Central Committee Policy Paper on Racism. JPC will concentrate on the WCC contribution to the UN World Conference on Racism scheduled for 2001. Concern was expressed about the definition of racism in this process. The WCC will need to monitor this process.

The women's program organized a program on Church Women's Response to Racism, and specific actions have been identified for church women to combat racism in church and society. A new study and reflection process on "Being Church: Women's Voices and Visions" is underway. It is a follow-up of the ecclesiological challenges from the Ecumenical Decade of the Churches in

Solidarity with Women. The work on violence against women will be continued and sharpened in the context of the DOV.

A new phase of the Africa Reconstruction Program (ARP) or a process towards a new vision for Africa has been initiated by the JPC Team working with the Africa Task Force.

Discussion

In referring to the **consultation** in Athens **on Orthodox Theological Education** some fear was expressed that it would not have the desired impact, as several constituencies were not represented. The meeting was organized in response to the conviction that some groundwork regarding theological education with Orthodox was needed. Its theme was "Orthodox Theology on the Threshold of the Third Millennium". The consultation recommended that a third Orthodox consultancy be created in Central and Eastern Europe in order to establish a network among new and existing institutions of churches to link with the wider ecumenical processes on theological education and the Orthodox diaspora.

It was emphasized that the **inter-faith worship** which is scheduled for 25 June 2000 in the Cathedral in Geneva is a very sensitive issue. A different name has to be found, as for example *inter-faith gathering,* a gathering where people of different religions can come together and pray in the presence of people of other faiths. Reference was made to similar events, e.g. on occasion of the AIDS Conference and on the occasion of mourning for victims in the Swissair plane crash. Dr. Raiser mentioned that the initiative to organize such a service had come from St. Pierre's Cathedral.

It was pointed out that the work on **globalization** has to be seen from several perspectives and needs more clarification. It is not only an economic issue, it has also cultural, political, ethical and ecological aspects. A more coherent and comprehensive approach is needed. Globalization and its link to ecclesiology needs to be emphasized.

With regard to **human sexuality** it was mentioned that programmatic responses can be found in various teams: e.g. sexuality and health; in the contexts of the

DOV; in work on human rights (International Relations); as well as on Christian anthropology (Faith and Order). During the WCC Week of Meetings a staff discussion centered on aspects of human sexuality will be held. There is a strong temptation on all levels to politicize this issue and caution was called for.

11. REPORT OF THE CLUSTER ON RELATIONS

On behalf of the Director, Geneviève Jacques, who unfortunately could not attend the meeting, Rev. Dwain Epps presented a report on the work of the Cluster.

In addition to implementing their own program activities, the different teams have been involved in planning and developing of inter-team programs: the Decade to Overcome Violence, Advocacy, Globalization, Interreligious Relations, Special Commission on Orthodox Participation in the WCC, and ad hoc staff groups on crisis situations.

11.1 Church and Ecumenical Relations

See page 33 for a report on other activities of this team.

Among the wide range of activities, the following areas were highlighted:

- Visiting churches and receiving visitors is essential for nurturing relationships, particularly in crisis situations (Kosovo, Congo Brazzaville);
- organization of the annual meeting of the Conference of WCC member churches in the USA, under the theme "Reconciled in Christ";
- participation in the annual meeting of General Secretaries of Regional Ecumenical Organizations reflecting on a common ecumenical agenda.

11.2 Interreligious Relations

In the context of renewed tensions between Christian and Muslim communities in various parts of the world, a consultation on "Religious Freedom, Community Rights and Individual Rights" was held in the USA and a proposal was made to establish a permanent Christian-Muslim Forum on Human Rights.

In the light of the resurgence of anti-Semitism in Central and Eastern Europe, a consultation on "Anti-Semitism, Church and Society" was held in Warsaw, with the participation of Catholics, Protestants and Orthodox from the Baltic region.

Regarding Christian-Buddhist relations, a meeting in Tokyo dealt with the preparation of a "global network of religions for children".

The importance of religious factors in the process of globalization, plus the "millennium syndrome" is leading to a proliferation of interreligious events on global issues. An inter-team staff group has started to reflect on the issue.

11.3 Regional Relations and Ecumenical Sharing

The team is in a period of transition. The work of Ecumenical Diakonia is being reorganized and redeveloped. Two regional secretaries (Asia and Pacific) will join the team in April 2000.

In order to equip the churches and church-related organizations to respond to challenges of poverty and marginalization, a four-track approach has been proposed:

- capacity-building at national, sub-regional and regional levels;
- strengthening round-table and regional groups;
- facilitating solidarity and sustainable life in community;
- promoting dialogue and consultations with REOs, ecumenical development agencies, and national councils of churches.

There is also a need to strengthen the role of regional task forces and promote a coherent and comprehensive regional approach by the WCC through its regional secretaries.

11.4 International Relations

The importance of a cooperative approach to deal with conflict situations was underlined (inter-teams, members of governing bodies, REOs). It is equally important to cooperate with the Cluster on Communication regarding public issues.

Five specific areas were highlighted:

(1) Human Rights
- in situations of conflict (Indonesia),
- religious intolerance as source of conflict (Sudan, Pakistan, Nigeria),
- indivisibility of human rights.

(2) Impunity
Involvement of churches and ecumenical partners in post-conflict situations.
The book "Beyond Impunity - An Ecumenical Approach to Truth, Justice and Reconciliation" is to be seen as a resource document for DOV and as support for ecumenical networks working on reconciliation in post-conflict situations.

(3) Peace Building and Disarmament
Priorities are shaped by experience and learning from the "Program to Overcome Violence" and the "Peace to the City" Campaign: addressing the problem of the proliferation of small arms at national and international levels, strengthening networks working on urban violence, preparing for the DOV.

(4) Uprooted People
Major trends are the regionalization of work (global groups and global ecumenical networks) and advocacy (relationships with international organizations, e.g. UNHCR).

(5) Relations with UN
for example in the project "Geneva 2000" cooperation with LWF, WARC, CEC and others regarding ecumenical presence and advocacy at the UN Commission on Human Rights.

11.5 ACT

Ecumenical relations and cooperation are very important in the area of humanitarian emergency response. ACT has become one of the effective actors in many emergency situations. A new governing body is being elected. It is important to strengthen working relationships between ACT and WCC teams.

12. RELATIONS WITH CONSTITUENCIES

Mr. van Beek introduced a paper on "Relations with Constituencies". He indicated that this was a new effort to keep the Executive Committee informed of the relationships with the member churches, non-member churches and ecumenical partner organizations, and to bring to its attention issues emerging from these relationships. The intention was to bring such a report to each Executive Committee meeting in the future.

The paper laid out the various categories of churches and partner bodies, beginning with the member churches, and listing under each category the different ways in which relationships were being nurtured and developed. The information was a compilation of activities involving many teams as well as the General Secretariat. As this was the first time such a comprehensive overview was attempted, it would require some careful completion in the future, e.g. integrating more information from the area desks of the Team on Regional Relations and Resource Sharing.

Mr. van Beek highlighted some events, e.g. the team visit to Sierra Leone which had been a timely expression of ecumenical solidarity with churches in a particularly dramatic situation.

With regard to representation, he reported that an effort is being made to involve members of the governing bodies in representing the WCC at various events. He mentioned the Act of Union of the Presbyterian Church of Southern Africa and the Reformed Presbyterian Church in Southern Africa where the Rev. Dr. David Yemba and the Rev. Dr. Tom Best participated on behalf of the WCC.

Concluding his remarks, Mr. van Beek pointed to some issues: (1) the reflection with the REO General Secretaries on a common ecumenical agenda, (2) the development of relationships with the ecumenical funding agencies, (3) the renewed contacts with monastic and lay communities, (4) the strengthening of involvement with and by Christian World Communions.

Dr. Raiser mentioned the YMCA, World-YWCA and WSCF as among the oldest partners of the WCC which were based in Geneva, and said that he had initiated a meeting of the General Secretaries and senior staff of the four bodies in the hope that this could again become a regular feature (such meetings used to take place once or twice a year in the past).

In the **discussion** the following comments were made:

- Young people are attracted by monastic, lay and ecumenical communities where they can find ecumenical spirituality. The WCC has therefore to find ways to link up with these movements.
- The issue of the Special Commission on Orthodox Participation in the WCC should be pursued with CWCs.
- What does it really mean for the WCC to be a fellowship of churches? The ecclesiological perspective should be stressed.
- All relations have a profound ecclesiological significance and implication for the WCC and for its member churches. The relations with Pentecostals are of crucial importance.

13. THE WCC AND INTERNATIONAL INTERRELIGIOUS INITIATIVES AND EVENTS

Dr. Tarek Mitri introduced a paper on the World Council of Churches and International Interreligious Initiatives and Events and emphasized the following points:

In recent years there has been a proliferation of international interreligious events and initiatives. They are quite diverse in respect to scope, impact, and the actors they involve. Many are concerned with world peace, peace among religions and with global ethics. Others hope to promote "Dialogue among Civilizations".

Global interreligious gatherings capture media attention. Their symbolic significance is more likely to be noted than their pronouncements and subsequent influence.

In many cases there are no clear criteria setting the limits of "religious plurality" in world interreligious events and initiatives. This is not without impact on the interreligious discourse. Claiming universality may therefore end up falling in abstract generality, and seeking consensus may turn into minimalism or relativism.

Several member churches of the WCC are involved in global interreligious initiatives. Encouraged by some of those churches, the WCC has already responded positively to a number of invitations and declined others.

In recent months the need has been expressed for the WCC to reconsider its policy and strategy regarding this area of activities. To do so, the WCC needs to initiate an ecumenical reflection on various issues raised, articulate clearer guidelines and criteria, sharpen the specificity of its contribution, and equip itself with the necessary tools to carry out such strategy. Efforts are to be deployed on three inseparable tracks:

- Inviting a dialogue among concerned churches on the ecumenical priorities and the expected role of the WCC in the areas of interreligious relations at various levels, and in situations marked by conflicts and tensions;
- articulating an ecumenical perspective, taking stock of the long experience of the WCC in interreligious dialogue, in the relations developed with partners of other faith communities and in the patient efforts of education on interreligious questions and interpretation of problems;
- planning an international interreligious event drawing on the above-described resources and learning from the critical evaluation of various events and initiatives.

The importance of the issues raised was emphasized in the **discussions**. However, it was pointed out that it may not be necessary for the WCC itself to organize major international multi-faith events.

It was suggested that WCC guidelines on interreligious dialogue be reconsidered in the light of the recent experience.

A reference was made to the ongoing collaborative relations with the Catholic partners, namely the Pontifical Council on Interreligious Dialogue.

The necessity of re-opening the ecumenical dialogue on Dialogue and Mission was mentioned.

It was proposed that the WCC enable dialogue among representatives of churches who are in a minority situation and/or live in a context marked by communal tensions and conflicts.

The issue of interreligious prayers was also raised. It was indicated that in its interreligious meetings and other activities, the WCC does not organize any interreligious worship. In many interreligious meetings, participants do not share in any form of prayer, except silent meditation. Participants in WCC-sponsored events pray in their respective places of worship. There are a few occasions where Christians and neighbors of other faith pray in the presence of each other.

There was also a mention of the joint study on interreligious prayer that was completed in collaboration between the WCC's Team on Interreligious Relations and Dialogue and the Pontifical Council on Interreligious Dialogue.

The Moderator and the General Secretary stressed the need for articulating the specificity of the WCC's contribution to multi-religious dialogue at the world level. The Advisory Group is to be invited to offer its insights. The matter was referred to the Program Sub-Committee for further discussion and action (see pp. 42f. below).

14. PUBLIC ISSUES

Rev. Dwain Epps presented a background note on public issues addressed since the last meeting of the Central Committee. He drew special attention to draft actions on Chechnya, Cyprus and Indonesia proposed for adoption by the Executive Committee.

In the following **discussion** reference was made to the danger of **Israel** becoming constitutionally a Jewish State and **Palestine** an Islamic State. No room would then be left for Christians. Mr. Epps replied that the WCC is in regular consultation with the Palestine authorities with regard to the new Constitution and had received assurance that it would not declare Palestine as an Islamic State.

Concerning sanctions against **Iraq** it was noted that the people of Iraq needed outside support so that their suffering is understood. The recent WCC letter to the UN Secretary General calling for lifting of sanctions should be drawn to the attention of the US Government.

A plea was made for the WCC to send a letter to the government in Nigeria with regard to the deteriorating situation between Muslim radicals and the Christian community.

14.1 Membership of an Ad hoc Public Issues Committee

The following names were proposed and accepted by the Executive Committee:

Very Rev. Dr. Georges Tsetsis, Moderator
Ms. Carmencita Karagdag
Very Rev. Leonid Kishkovsky
Rev. Septemmy Lakawa
Rev. Dr. Maake Jonathan Masango
Archbishop Nifon of Targoviste

14.2 Statement on Chechnya

The roots of the present-day conflict in Chechnya lie deep in the histories of the peoples of the region. Since 1991, however, ethnic and national tensions have been aggravated by the breakdown of authority in Chechnya. Human rights violations and breaches of personal security there have been of concern to the international community. One manifestation of this has been the rampant practice of taking individuals and groups hostage for political or financial gain. Hundreds of people, including Orthodox Christian clergy and Muslim religious leaders, UN personnel, humanitarian workers, journalists, citizens of neighboring territories and numerous Chechens - including children - have been kidnapped, brutalized, and sometimes killed. This lawlessness also led, it is strongly suspected, to acts of terrorism by Chechen militants in the Russian Federation. In late summer 1999 Chechen fighters undertook a violent assault on Daghestan, Chechnya's neighbor in the Russian Federation.

In response to this deteriorating situation, and with considerable popular support, the government of the Russian Federation has once again intervened militarily in Chechnya. While the stated aim of that intervention was to restore law and order, it was undertaken with massive, often indiscriminate force, which has resulted in the deaths and maiming of many non-combatants and forced hundreds of thousands to flee. An undetermined number of young Russian and Chechen soldiers have also been killed. Russian forces have restricted the movement of affected people in Chechnya and the surrounding region, including those voluntarily seeking to return to their homes. International organizations report wide-scale human rights abuses in Russian-controlled areas, including detention camps, and there are serious allegations of involvement of Russian military personnel in criminal acts, including arbitrary killings of civilians.

While the Russian authorities have denied these charges, the fact that they have barred access by the International Committee of the Red Cross to Chechen detainees, and severely restricted access of journalists and other independent observers, puts into question the credibility of their affirmations. Military actions continue on both sides, trapping civilians behind Russian lines and incurring continued loss of human life. Tens of thousands of civilians have extremely limited access to water, food, medical care, and electricity or gas.

This continued suffering must be brought to an end. The pursuit of this war is unlikely to provide the basis for a stable peace. Instead, hatred and desire for revenge as a result of these actions raise the specter of unending war, further acts of terrorism and still more suffering for the population. This war also risks isolating Russia from other European nations and important partners, as shown by the recent action of the Council of Europe's Parliamentary Assembly that found Russia to be in violation of international humanitarian law in its conduct of military operations.

The Executive Committee of the World Council of Churches, meeting in Geneva, Switzerland, 29 February - 3 March 2000 therefore:

noted with appreciation the appeal by His Holiness Patriarch Alexy II on 12 November 1999 for "common efforts (to) help heal the physical and spiritual wounds of those who suffer" from this situation, and for all concerned to "work together for reconciliation and pray for peace so that the Lord may return it to the divided and embittered people" of Chechnya;

assured the Russian Orthodox Church of its prayers as it seeks to guide the leaders and people of its nation, to ensure merciful treatment of the victims of the war, to offer constructive alternatives to the use of armed violence, and to seek a just, peaceful solution;

called for an immediate end to hostilities and dialogue with Chechen representatives who have the respect of their people in pursuit of a lasting resolution which respects the will of the people, and is set within a democratic framework respecting the rule of law and human rights norms;

urged all parties to avail themselves of the resources available through the Organization for Security and Cooperation in Europe (OSCE) to achieve these ends;

welcomed efforts by Russian authorities to investigate reports of human rights abuses in Russian-controlled areas of Chechnya and urged the authorities to allow access to these regions by the competent United Nations bodies and the OSCE;

urged the Government of the Russian Federation to establish firm guarantees for the human rights and humanitarian needs of people affected by the war, including provision of adequate assistance, the establishment of humanitarian corridors so that civilians in conflict zones can leave, and to allow access to the region by responsible international humanitarian agencies; and

called upon the international community to assist the Government of the Russian Federation in the reconstruction of homes and infrastructure in the region, in the provision of adequate assistance for displaced persons who choose to return voluntarily in order that people can begin re-building their lives and communities, and in efforts to seek reconciliation.

14.3 Minute on Cyprus

The Executive Committee of the World Council of Churches, meeting in Geneva, Switzerland, 29 February – 3 March 2000, received with appreciation information on the WCC delegation visit to Cyprus in October 1999, which included a first WCC visit to the Turkish-occupied territory of Cyprus since the "Turkish Republic of Northern Cyprus" was unilaterally declared in 1983.

Recalling its Statement on Cyprus (1997), the Executive Committee:

warmly welcomed the resumption of UN-led proximity talks on Cyprus and prays that they will pave the way as soon as possible for substantive negotiations leading to a just and peaceful resolution of the conflict;

expressed its support for the UN Secretary-General's efforts to bring about a comprehensive settlement of the Cyprus problem;

r*equested* staff and member churches to continue to monitor closely developments in Cyprus and to encourage the Church of Cyprus and all members of the Greek and Turkish Cypriot civil society in efforts for justice, peace and reconciliation.

14.4 Minute on Indonesia

In light of the report it has received on the situation in Indonesia, and in particular on the terrible suffering inflicted on Christians and Muslims alike as a result of the inter-communal strife in recent months, the Executive Committee of the World Council of Churches:

- *extended* to the Communion of Churches in Indonesia (PGI), and especially to the churches and Christians in the Moluccas its deep compassion with them in this terrible, trying time, and mourns with them the deaths of so many of their fellow Christians;

- *shared* with the Muslim community of Indonesia its sorrow at the suffering it has undergone, including the loss of many lives;

- *recalled* that Indonesia has provided in the past a model of tolerance which respects the cultural diversity and religious pluralism of its people;

- *acknowledged* the efforts of the present government of Indonesia to introduce much needed political reforms; to revitalize the economy in a way which would share out the wealth of the nation equitably among its citizens, irrespective of race, culture or religion; to promote full respect for human rights and to bring offenders to justice; and to reestablish law and order through security forces under strict civilian control;

- *called* upon Muslim and Christian leaders in Indonesia to redouble their efforts to mediate in this dispute and to restore harmonious inter-communal relations;

- *called* upon the member churches of the World Council of Churches to pray for the people of Indonesia and to offer generous assistance to the victims of violence and for the re-building of their communities and places of worship.

15. REPORT OF THE PROGRAM SUB-COMMITTEE

Dr. Marion Best presented the report of the Program Sub-Committee.

The Program Sub-Committee, having considered the matters that were referred to it, proposed that the Executive Committee take the following actions:

15.1 The WCC and International Interreligious Initiatives and Events

The Executive Committee received with appreciation the background document on "The WCC and International Interreligious Initiatives and Events", agreeing that interreligious dialogue and relations are not only part of the daily life and witness of practically all member churches of the WCC, but also constitute one of the crucial challenges to the ecumenical movement in the 21st century.

Following an extensive discussion, the Executive Committee **affirmed** the need for the WCC:

- to consider its policy and strategy regarding involvement and participation in interreligious initiatives at the global level,
- to articulate and sharpen its specific contribution in the midst of various initiatives and events, and
- to offer ecumenical perspective and guidance to its member churches.

In the light of these new developments and challenges, and in the framework of the long history of the Council's involvement in interreligious dialogue and relations, the Executive Committee **recommended** that the Advisory Group on Interreligious Relations consider the following possibilities and make concrete proposals to the Program Committee of the Central Committee for appropriate decision:

- Inviting a dialogue among churches and ecumenical partners on the ecumenical priorities and the expected role of the WCC in the areas of interreligious relations at various levels;
- listening, especially, to churches living in pluralistic contexts as minorities and/or in situations marked by conflicts and tensions;
- articulating an ecumenical perspective, taking stock of the long experience of the WCC in interreligious dialogue, in the relations developed with

partners of other faith communities, and in the patient efforts of education on interreligious questions and interpretation of problems. Inevitably, an ecumenical reflection will have to asses major trends in interreligious relations and engage in a prospective analysis. Also, it will have to focus its attention on issues such as: the ethics of international relations, globalization and religion, the role of religion in public life, the role of diaspora in interreligious relations, global relations between religious traditions, and local inter-communal conflicts. The main purpose of this reflection, to which WCC-related and experienced persons would be invited, is to gather the various elements of an ecumenical vision and develop ecumenical guidelines on interreligious cooperation at the world level;

- exploring global initiatives drawing on the above-described resources and learning from the critical evaluation of various events and initiatives.

15.2 Guidelines for Advisory Groups

The Executive Committee received the "Guidelines for Advisory Groups" with the understanding that these guidelines are meant simply to facilitate the work of the newly appointed Advisory Groups, and that they might be improved in the light of experiences.

15.3 Advocacy: A discussion paper

The Executive Committee received and discussed the document entitled "Advocacy: A discussion paper". The Executive Committee **supported** the establishment of a new ecumenical mechanism for global advocacy, bearing in mind:

- the WCC should play a central, visible and pro-active role in the new mechanism;
- the new mechanism should provide a means for accountability of participants to the common ecumenical endeavor;
- the new mechanism should engage and encourage the involvement of the churches in advocacy;
- the WCC office on Advocacy should be adequately staffed, and staff should display a clear commitment to the Council and to the ecumenical movement;

- care should be taken not to create heavy new structures. A meeting to establish priorities should not be called an Assembly or a Forum and should not meet more often than once every three years;
- affirming the important on-going advocacy work of the WCC and its member churches, the new mechanism must not divert already limited resources from on-going WCC programs.

15.4 Geneva 2000

The Executive Committee received with appreciation the document on "Geneva 2000 (Copenhagen + 5 review)", affirmed its main spirit and orientation, encouraged that the suggested steps be undertaken, and urged that "inter-faith worship" be replaced by "inter-faith event".

15.5 Monitoring role of the Executive Committee

The Executive Committee received with appreciation oral reports from the cluster directors, as well as written reports on "Relations with Constituencies" and "The Process of Internal Structural Change".

In the light of the experience gained by the discussion, the Executive Committee **recommended** that, for its future meetings, short written reports (in the form of "list of activities") be submitted by the cluster directors, with basic highlights from major features of programmatic activities, a preliminary assessment of activities reported, including an effort to relate the activities to priorities set by the Central Committee and, particularly, reference to eventual problems, difficulties or wider concerns that the staff would like to share with the Executive Committee, seeking advice.

The Executive Committee further **recommended** that the Moderators of Commissions and Advisory Groups prepare their reports for the Program Committee in a way that will help the Program Committee to review the program proposals in the overall framework of its mandate (i.e. to ensure the flow, the coherence, and the overall direction of the Council's activities in the spirit of the CUV).

15.6. Regional focus for the next Central Committee meeting

The Executive Committee welcomed the invitation to meet in Berlin and expressed appreciation for the hospitality offered by the EKD.

Because of the symbolic significance of Berlin, the Executive Committee strongly **recommended** that the regional focus for the meeting of the Central Committee in January 2001 be on Europe, with special accent on central and eastern Europe. The Executive Committee further **recommended** that:

- the theme for this part of the Central Committee agenda be formulated with emphasis on churches' search for reconciliation and peace, so that a clear link be established with the launch of the DOV;
- the global perspective be an integral part of the presentations and discussions;
- the local church(es) in Berlin be invited to prepare themselves, and contribute to the debate;
- the regional focus program include plenary presentations, padare events and/or discussions in small groups (according to time and space available), with the aim of facilitating the sharing among the Central Committee members, as well as contributing to future programmatic emphases;
- the shape of the program be shared with the Officers during their June meeting.

With regard to the regional focus of the forthcoming meetings of the Central Committee, the Executive Committee **suggested** the following:

- 2002 Asia
- 2003 Caribbean and Latin America (primary emphasis on the Caribbean)
- 2004 Middle East.

Making this suggestion, the Executive Committee hoped that one of its meetings will take place in the Pacific area, offering thus the possibility for a "special event" related to this region, and a subsequent report to the Central Committee.

15.7. Style of the next Central Committee

Taking into consideration the evaluation of the September 1999 meeting of the Central Committee, the Executive Committee hoped that the same spirit would prevail in the forthcoming meeting of the Central Committee. Therefore, the Executive Committee:

- **urged** the WCC staff to ensure inter-action between CC members, and to provide an opportunity for ecumenical learning for the stewards;
- **requested** the hosting church to facilitate the inter-action between CC members and local congregations, and to assist the WCC staff in their effort to communicate the Council through local and global media.

16. REPORT OF THE FINANCE SUB-COMMITTEE

Bishop Huber, Moderator of the Finance Sub-Committee, presented the report as follows:

16.1 1999 Preliminary Results and Use of Surplus

Designated Operating Income

The results show a shortfall in Designated Operating income of CHF 853,000 due to decreases in contributions from traditional funding partners. Some donors have diverted funds away from Operating contributions to Activities, partly as a result of their own back donor requirements. The 1999 budgeted income was already conservative (CHF 2 million less than 1998 actuals), yet the 1999 actual results fell below that level.

UDI/Membership

The Council received CHF 6.8 million compared with the budget of CHF 6.9 million. In 1999 there was an increase of CHF 86,000 over 1998 income. There was also an increase in the number of contributing churches from 166 to 184 (54.6% of all member churches) in 1999. One major contributor decreased funding significantly; this adverse development was reversed by increases from

a number of smaller donors.

The overall shortfall on the Council's income against budget is CHF 981,000.

Investment income

Results for 1999 were excellent, significantly exceeding budget. The total "dividend and interest" income was 6.5 million, of which CHF 4.93 million is available for the Operating budget. The Council's endowment portfolio yielded 6% for distribution and 1.35% for the recapitalization of the endowment fund. General Fund return was 24% (CHF 5.7 million) – in part due to heavy weighting in dollar investments designed to cover dollar denominated liabilities. Of the overall CHF 5.7 million return, CHF 2.8 million represent unrealized gains.

Caution was expressed that 1999's outstanding investment returns were exceptional and could not be expected to be repeated.

Expenses

These exceeded budget by CHF 517,000. The main overspent items were professional fees, premises & equipment and staff costs.

Staff were asked to provide in future a comparative audited result of the previous year which would be added to the review.

Use of surplus

The Sub-Committee recommended and the Executive Committee **agreed** that the 1999 surplus be used as follows:

CHF 300,000 to cover the regular 2000 contribution towards the 9th Assembly Fund

CHF 500,000 to cover the regular 2000 contribution towards the 2001 Central Committee

CHF 100,000 to cover part of the regular 2000 appropriation to the building maintenance reserve.

All of the above, therefore, have the effect of relieving the 2000 expenditure budget by CHF 900,000 in total.

The Executive Committee received the information about the first draft results for 1999 and expressed appreciation for the fact that the accounts show a surplus. It was noted that this result is due largely to investment performance and that the contributions income continues to decrease. The Committee noted that the expenditure after transfers is approximately CHF 1 million in excess of budget. However, in connection with the 1999 surplus the Committee asked whether the reserves of the WCC were adequate to cover its commitments.

16.2 2000 Budget

(Revised as requested by the Executive Committee)

16.2.1 Income

External contributions income

The budget shows a further drop of contributions income by CHF 636,000 following announcements from funding partners of anticipated decreases in contributions. The 2000 contribution budget is considered to be realistic by staff. It must be stressed, however, that some pledges for 2000 have not yet been received. They may have a positive or negative effect.

On a positive note, Membership/UDI contributions show a slight increase over 1999 actuals: the launch of UDI/Membership campaign should reinforce this upward trend in future.

Budget process

The approach used for the 2000 budget was to apply a "bottom up" and iterative methodology, consolidating team budgets - based on activity plans - to World Council of Churches level. The deficit of CHF 401,000 reflects the difficulty

encountered when adjusting expenditure to meet continually decreasing income.

16.2.2 Expenditures

Main differences in relation to 1999 actuals:

Grants:	Reduction of ENI grant from CHF 650,000 to CHF 400,000.
Professional Fees:	Reduced use of consultancy services for 2000.
Travel & Hospitality:	The net saving is related to assigning staff and non-staff travel to activities, where possible, to relieve the operating budget.
Hire of Premises & Equipment:	The rental cost of the two New York offices is presented under this heading for the first time in the year 2000.
Post and Telephony:	New technology installed by the Council and the liberalization in the communications market place allows reduction in costs.
Office Costs:	Savings are related to the negotiation of a new photocopying agreement and a change in accounting rules regarding book store purchases.
Publishing:	Cost increases reflect priorities resulting from CUV and governing body mandates. Increased expenditure is offset in part by an increase in the Production and Services income. Publications budget reflects re-instatement of publishing plans after 1999 – a post Assembly year. Costs include a

	new element, being four issues of the Newsletter in 2000.
Premises and equipment:	Savings on building maintenance as a result of the nearly completed renovation program.
Core staff:	Increases reflect the 1% increase for cost of living and 2% additional employers contribution to the Pension Fund over and above the mandatory matching 7%. Expenditure includes vacancies being filled for some positions. By contrast, a moratorium has been applied for selected vacancies – known and projected.
Non-core staff:	Fewer positions have been budgeted.

The Executive Committee noted that further savings of CHF 59,000 have been identified in the area of travel and publication in the Cluster on Communication.

16.2.3 Pension Fund Contribution

At its meeting held on 29 February 2000, the Pension Fund requested 7+5 % or a minimum of 7+4% as the contribution of the employer following advice received from PRASA about the long-term needs of the fund.

Taking note that the Pension Fund is currently in a very healthy financial position and that there are some questions unanswered by PRASA concerning inflation and investment return assumptions, the Committee recommended that 7+3% be contributed for 2000 as a way of addressing the concerns of the Pension Fund Board. The budgetary effect of this on the World Council of Churches is to increase the deficit by CHF 150,000. The Committee asked the Staff Leadership Group to enter into discussions with the Pension Fund Board which would include the future contribution levels and their allocation between employer and employee. The Finance Sub-Committee also recommended that a joint working group between Pension Board members and World Council of

Churches representatives be asked to conduct a study of policies and practices used by similar international NGOs in the Geneva area.

The Finance Sub-Committee stressed that the World Council of Churches has every intention to meet both its moral and regulatory obligations to maintain the fund in a sound financial position.

16.2.4 Conditional Budget Proposal

The proposal involves deferring specific expenditures to the latter part of the year, and making the authorization of the related activity subject to additional income in excess of the "budgeted baseline" being realized.

16.2.5 Conclusion

The Executive Committee approved the budget as presented and adjusted by the amount of communication savings and the additional Pension Fund contribution subject to a deliberate and consistent application of the conditional budget principle by Management. See pp. 57-58 below for revised budget.

16.3 Eighth Assembly – Final Accounts

The Sub-Committee received the final report of the Assembly accounts which showed the closing position of the fund to be CHF 204,000 which will be allocated to the 9th Assembly Fund. Together with appropriations of CHF 300,000 for each of 1998, 1999 and 2000, this brings the balance available for the 9th Assembly to CHF 1,104,000. In addition, member churches have contributed CHF 82,000 towards the 9th Assembly - a total of CHF 1,186,000.

On the recommendation of the Finance Sub-Committee the Executive Committee received the unaudited accounts of the 8th Assembly, as presented.

16.4 Ethical Investments Review

The audit conducted in 1998 provided general assurance of compliance with the ethical investment policy, but noted that Mutual Funds did not provide the

necessary transparency as to their constitution. The Council has since instructed its Portfolio managers to adjust investments accordingly.

As part of the general review conducted by staff, the Ethos Fund – a Swiss based ethical fund – had been analyzed but found not to be entirely compliant with the Council's policy guidelines, as it adopts a pro-active stance with all companies, including Nestlé, rather than an exclusive one. Specially designed solutions proposed by the Council's asset managers (Lombard, Odier and Pictet) are now being researched.

The Finance Sub-Committee recommended that following discussions with partners knowledgeable in the field such as Brot für Alle, no further work to change the investment guidelines would be needed at this time.

The Sub-Committee noted that no existing investment fund had been identified which exactly matched the World Council of Churches criteria, and so encouraged staff to continue working with Lombard, Odier and Pictet to develop solutions for a more pro-active application of the existing guidelines using their new screening approaches. A tentative timeline for a final recommendation to present to the Finance Sub-Committee and the Executive Committee is proposed for September 2000.

16.5 Appointment of Auditors for the Year 2000

On the recommendation of the Sub-Committee the Executive Committee approved the re-appointment of KPMG as auditors to the World Council of Churches for the financial year 2000.

16.6 Membership/UDI CHF 10 Million Campaign

The Sub-Committee received a report on the status of the campaign to raise membership and UDI contributions from the current CHF 6.5 million to CHF 10 million by the year 2005. It includes:

- a correspondence campaign,
- individually tailored regional approaches,
- equipping and "sending out" of staff when visiting member churches,

- using governing body and advisory group opportunities to work on the campaign,
- making intentional visits to member churches – staff and governing body members,
- development of particular fund-raising efforts in the USA.

The Sub-Committee expressed a desire to have specific timelines attached to the proposed plan of action. It also raised a concern in respect to the monitoring of the process in the absence of an appointed IMD manager.

It was pointed out that there is a shift from institutional to individual donors. The WCC should rely more on the contributions from its member churches. It was suggested that membership contributions be discussed by a special commission.

16.7 World Council of Churches Round Table

The Sub-Committee received a report on the proposed World Council of Churches Round Table meeting. The Sub-Committee strongly encouraged the planning group made up of World Council of Churches staff and agency representatives to proceed with preparations for the next meeting planned for April 12-14, 2000.

The concept of the Round Table was seen to contribute significantly to building trust between the organization and church-related agency funding partners. Another positive element of this group is that it would engage all parties involved in the work of the Council (funding partners and World Council of Churches staff and members of governing bodies) to discuss and commit each other to complementary programmatic activities in their future collaboration.

16.8 US Income Development

The meeting received a report on the initiatives undertaken by the Council to re-build the US fund-raising function following the termination of the EDI agreement with NCCC USA.

The decisions of principle which have been taken are that two Income Development Executive positions will be created in the US, one for the World Council of Churches per se, the other for the Ecumenical Institute Bossey. The US Conference has been involved in the initial negotiations and has asked its Board to further engage in planning and implementing the search and selection process. A small sub-group has been mandated by the US Board to manage the process.

Dr. Raiser pointed out that ways have to be found to coordinate the approach of fund-raising in the US to avoid competition between the WCC and the NCCCUSA.

A proposed job description, drafted by Geneva staff and modified by the sub-group to suit the US labor regulations and the specificities of the positions, was discussed. It was agreed that the modified job description should be used to proceed with the search process. Staff confirmed that the present Bossey fund-raiser in the US has been advised of the process.

16.9 Cycle Management

The Committee received a report on the development of the cycle and recommended continuing the work after review of its practicality in the light of the experience gathered during the year 2000.

16.10 IT Review

The Committee received a report of past and future work of the IT Team. The importance of information management was stressed. The role now played by computer technology has become invaluable in developing the retention, interpretation and sharing of information for the benefit of the whole Oikumene.

The Sub-Committee was led through twelve of the key activities associated with IT in the management of information, including contacts databases, modern telephony systems, accounting systems, INTERNET access, equipping partners and other stakeholders to share in technology (preceded by needs-based audits), offering local partnerships with churches and ecumenical organizations based in

Geneva and services to other organizations housed in the Ecumenical Center.

16.11 Ecumenical Information Sharing Platform (EISP)

The Sub-Committee was presented with a report on the current status of this project which addresses central issues for the ecumenical family:

- promoting equity and justice in resource sharing;
- leveraging the organization's networking capabilities;
- identifying emerging issues relevant to the mission of the ecumenical family;
- capitalizing on the organization's expertise;
- delivering project monitoring and management capabilities.

The Committee strongly encouraged the continuation of the project and requests a presentation of the product at an opportune time.

16.12 Future Orientations and Priorities

Project Management Capabilities – this emanates from lessons learnt in the work undertaken to improve the planning, requesting and reporting functions of the World Council of Churches. It is hoped that the use of technology will help the organization to improve its methods and practices in respect to generally accepted business process requirements.

"Equipping churches with electronic communications capabilities" – this is essential to make the proper use of our information systems and to make it available to all our members on an equal footing. The audit process described has also an educative component, allowing partners in the ecumenical world to share experience and provide a platform for solving common IT problems. A detailed proposal will be presented to a future Executive Committee meeting.

The Sub-Committee recommended the use of the existing designated funds to secure the necessary IT Project Management expertise required by the complexity and the magnitude of the projects under consideration.

16.13 Building Renovation

The Sub-Committee received a report on the renovation project which is nearing completion. The major part of the renovation was focused on the Jura wing, where one outside wall had to be completely rebuilt, meaning temporary relocation of occupants for a six months period.

The budget for the renovation project should eventually balance. Income has come both from member churches (PCUSA and ELCA) and the Geneva and Swiss authorities. In the context of the renovation work and the major investment made, the Committee recommended a thorough review of reserves after the conclusion of the project.

16.14 Recruitments in Hand

The Sub-Committee received a report on the two recruitment processes currently being pursued in the FS&A Cluster:

- Income Monitoring Development Manager for Geneva
- Human Resources Manager

IMD Manager: The plan had been to establish a search committee from among member churches and funding partners, with a view to use their expertise, and to gain ownership for the process and to help secure the future acceptance of the successful candidate. This process has yielded only three candidates, so that the Council will revert to the traditional advertising methodology. SLG is considering using former "partners" or "friends" of the Council who have the needed expertise to fill the position on a temporary basis.

The Sub-Committee underlined the need to proceed as quickly as possible to find both an interim and a long-term replacement for the IMD Manager.

HR Manager: The traditional advertising methodology will be invoked in this case. The need is not necessarily for an internationally experienced person, but for someone familiar with the Swiss employment environment and laws.

WORLD COUNCIL OF CHURCHES

CONSOLIDATED BUDGET FOR THE YEAR 2000

As Revised by Executive Committee, March 3rd, 2000

		Operating
Staff Numbers		
	Core Staff sub-total	153.06
	Non-Core sub-total	22.95
Overall FTE		176.01
Operating Budget		
Income		
30	Activity Designated Income	
33	Operating Designated Income	14,867,127
32	Undesignated Income	6,873,955
TOTAL CONTRIBUTIONS		**21,741,082**
35	Exchange Gains or Losses	0
36	Dividends and Interest	1,693,857
37	Production & Service Income	2,878,441
39	Miscellaneous	1,256,193
TOTAL OTHER INCOME		**5,828,491**
TOTAL INCOME		**27,569,573**

EXPENDITURE

40	Grants	420,000
41	Professional Fees	451,480
42A	Travel and Hospitality - Staff	522,963
42B	Travel and Hospitality - Non-Staff	871,871
43	Depreciation	491,909
44	Hire of Premises & Equipment	105,320
45	Post, Telephony, and Freight Charges	587,250
46	Office Costs	650,490
47	Publishing and Production Costs	1,853,300
48	Premises and Equipment (RR&M)	1,087,811
49	Financial Costs	393,169
50	Core Staff Costs	18,391,199
52	Non-Core Staff Costs	1,840,465
60	Public Information	-2
63	Governance	0
66	Infrastructure Costs	-1
71	Transfers to or from fund	-15,000
73	Transfers to/(from) provisions	-326,136
74	Transfer between teams or clusters	747,618
	TOTAL EXPENDITURE	**28,073,705**

SURPLUS/(DEFICIT FOR YEAR)	**-504,132**
Balance Brought Forward (if applicable)	0
Total Income as above	27,569,573
Total Expenditure as above	-28,073,705
Budgeted closing balance	**-504,132**

17. REPORT OF STAFFING AND NOMINATIONS SUB-COMMITTEE

In a closed session, Ms. Justice Sophia Adinyira, Moderator of the Staffing and Nominations Sub-Committee presented the report of the Sub-Committee as follows:

17.1 STAFFING

The Executive Committee authorized the General Secretary to proceed with the following appointments, contract extensions, the legal obligations of the World Council of Churches to be binding only as from the actual signing by both parties of the corresponding contracts or contract extensions.

17.1.1 Appointments

ACT Coordinating Office

Mr. Thorn Arne Prois (Norway, Lutheran Church of Norway), ACT Coordinator for two years from an agreed date.

17.1.2 Contract Extensions

All the contract extensions listed below are for three years unless otherwise stated

General Secretariat

Ms Jeanne Becher (USA, The Episcopal Church [Anglican]), Assistant to the General Secretary, from 1 January 2001 for two years (will complete 23.2 yrs).
The Executive Committee was informed that Ms. Becher will reach retirement age this year, but had agreed to stay on for two more years.

Ecumenical Institute

Fr. Dr. Ioan Sauca (Romania, Romanian Orthodox Church [Eastern]), Lecturer/ Executive Secretary, from 1 June 2001 (will complete 10.1 yrs).

Cluster on Communication

Publications & Documentation

Mr. Pierre Beffa (Switzerland, Roman Catholic Church), Director, Library, from 1 September 2001 (will complete 38.2 yrs).

Cluster on Finance, Service and Administration

Mr. Robert Christeler (Switzerland, Swiss Protestant Church Federation), Director, from 1 July 2001 (will complete 7.0 yrs).

Ms. Margaret Reid (UK, Church of England [Anglican]), Accountant/Financial Systems Development, from 1 April 2001 (will complete 14.6 yrs).

Cluster on Issues and Themes

Justice, Peace and Creation

Ms. Aruna Gnanadason (India, Church of South India), Executive Secretary, Women, from 1 June 2001 (will complete 13.1 yrs).

Mission and Evangelism

Sr. Elisabeth Moran (UK, Roman Catholic Church), Roman Catholic Consultant, from 1 January 2001 (will complete 7.0 yrs).

Cluster on Relations

Church & Ecumenical Relations

Ms. Jean Stromberg (USA, American Baptist Churches in the USA), Director, US Office, from 1 September 2001 (until retirement age, 1.7 yrs; will complete 18.6 yrs).

Interreligious Relations and Dialogue

Dr. Tarek Mitri (Lebanon, Greek Orthodox Patriarchate of Antioch & All the East [Eastern]), Executive Secretary, Christian-Muslim & Trad. Religions, from 1 May 2001 (will complete 13.0 yrs).

17.1.3 Vacancies

Ecumenical Institute

Director

Cluster on Issues and Themes

Faith and Order

Executive Secretary

FOR INFORMATION

(Actions by Officers' Meeting - November 1999)

The Executive Committee authorized the Officers to fill urgent vacancies that had to be filled.

17.1.4 Appointments

Cluster on Issues and Themes

Justice, Peace and Creation

Dr. Rogate Reuben Mshana (Tanzania, Evangelical Lutheran Church in Tanzania), Executive Secretary for Economy and Justice, for four years from 1 February 2000.

Cluster on Relations

Regional Relations

Mr. Fei Tevi (Fiji, Anglican), Regional Relations Secretary for the Pacific, for four years from 1 April 2000.

17.1.5 Contract Extension

Ecumenical Institute Bossey

Guest House

Mr. Michel Monjol (France, Roman Catholic Church), Hospitality Manager, for three years from 1 January 2001 (will complete 25.5 yrs).

17.1.6 Consultants

The following consultants were appointed by the General Secretary since the last Executive Committee meeting in August 1999:

Cluster on Relations

Regional Relations

Mr. Miroslaw Matrenczyk (Poland, Polish Orthodox Church [Eastern]), Consultant, Eastern Europe, for two years from 1 January 2000.

ACT Coordinating Office

Ms. Elsa Moreno Cardenas (Colombia, Roman Catholic Church), Consultant/Appeals Officer for Latin America, for one year from 1 January 2000.

17.1.7 Departures

The following staff members will leave the service of the World Council of Churches on the dates indicated:

Cluster on Finance, Service and Administration

Income Monitoring & Development

Mr. Günther Rath (Germany, Evangelical Lutheran Church in Bavaria [EKD]), Fund-Raising Manager, on 31 May 2000 (will complete 10.1 yrs).

Personnel/Human Resources

Rev. Carlos Sintado (Argentina, Evangelical Methodist Church of Argentina), Human Resources Manager, on 30 June 2000 (will complete 19.5 yrs).

Cluster on Issues and Themes

Faith & Order

Dr. Peter Bouteneff (USA, Orthodox Church in America [Eastern]), Executive Secretary, on 31 August 2000 (will complete 5.1 yrs).

Rev. Terry MacArthur (USA, The United Methodist Church), Worship Consultant, on 31 May 2000 (will complete 11.8 yrs).

Mission & Evangelism

Rev. Ana Langerak (USA, Lutheran Church in Costa Rica), Executive Secretary, Evangelism, on 30 June 2000 (will complete 7 yrs).

ACT Coordinating Office

Ms. Miriam Lutz (USA, Evangelical Lutheran Church in America), Executive Secretary for Emergency & Rehabilitation (Team Coordinator), on 29 February 2000 (completed 5.2 yrs).

On behalf of the Executive Committee the Moderator expressed appreciation for the valuable work of the above mentioned staff members who will be leaving during this year.

17.2 NOMINATIONS

17.2.1 Central Committee

Rev. Dr. Heinz Ruegger of the Swiss Protestant Church Federation, who was elected as a member of the Central Committee at the Eighth Assembly, has informed the General Secretary of his resignation, for professional reasons. The Swiss Protestant Church Federation has proposed the **Rev. Dr. Gottfried**

Locher to replace Dr. Ruegger on the Central Committee. Dr. Locher is the successor of Dr. Ruegger as staff person responsible for ecumenical relations in the Swiss Protestant Church Federation.

The Sub-Committee recommended and the Executive Committee agreed to propose to the Central Committee the nomination of the Rev. Dr. Gottfried Locher as a member of the Central Committee replacing the Rev. Dr. Heinz Ruegger.

17.2.2 Commissions and Advisory Groups

The Sub-Committee reviewed the list of nominations for Commissions and Advisory Groups and recommended that the Executive Committee approve the nominations endorsed by the Officers. The Executive Committee agreed and approved the following names:

Commission on Mission and Evangelism

The name of Dr. Joseph Faltas is to be substituted with **Bishop Paul** according to the wish of the Coptic Orthodox Church.

Commission on Education and Ecumenical Formation

Ms. Jeanne Françoise Bigari, an African lay francophone woman, who has the endorsement of her church, the Episcopal Church of Burundi.

Advisory Group on Regional Relations and Ecumenical Sharing

The Greek Orthodox Patriarchate of Jerusalem has confirmed the name of **Mr. Lawrence Sammour** as their candidate for the Advisory Group.

Advisory Group on Interreligious Relations

The Church of Sweden proposed the name of **Bishop Biörn Fjärstedt** instead of Ms. Helene Egnell.

Advisory Group on Women

The name of **Ms. Ariadni Psillos** will remain according to the wish of the Patriarchate of Alexandria.

The Pontifical Council for Promoting Christian Unity has endorsed the name of **Ms. Silvia Regina da Lima Silva**.

The African Methodist Episcopal Church of Zambia has endorsed the name of **Ms. Suzanne Matale**.

Bossey Board

The Greek Orthodox Patriarchate of Jerusalem has nominated the **Rev. Archimandrite Innokentios Exarchos** to fill the vacant position for the Middle East.

An endorsement was received from The United Church in Papua New Guinea for the **Rev. Anna Bisai**.

Advisory Group on Youth

The Church of the Lord Aladura, Nigeria, has proposed to substitute **Sister Olubunkola Olakanmi** for Ms. Abigail Ogunsanya, a member of the Central Committee.

Joint Consultative Group with Pentecostals

The Pentecostal Mission Church from Chile proposed **Ms. Cecilia Castillo**.

Commission on Mission and Evangelism

Eglise évangélique de Polynésie française has endorsed **Pastor François Pihaatae**, in place of the Rev. William Hamblin.

The Romanian Orthodox Church has endorsed **Dr. Nicolae Viorel Mosoiu** as their candidate for the Commission. He is to replace Fr. Heikki Huttunen on the Commission.

The Pontifical Council for Promoting Christian Unity has endorsed three persons for membership of the Commission: **Father Jan Lenssen, Sister Céline Monteiro, Ms. Maria Koutatzi**.

Advisory Group on Church and Ecumenical Relations

The Church of the Lord (Aladura) Worldwide proposed the name of **Prophetess Titi Dina** instead of Prophetess Omolara C.S.

17.2.3 Vacancies at Commissions and Advisory Groups

Plenary Commission on Faith and Order

There are nine vacant positions to be filled on the Plenary Commission. The proposed names will be reviewed by the Standing Commission and presented to the Central Committee for approval at its next meeting. The following churches have been requested to provide names to fill the nine vacant positions: *Orthodox Church of Albania, Greek Orthodox Patriarchate of Antioch, Greek Orthodox Patriarchate of Alexandria, Evangelical Lutheran Church of Tanzania, Ethiopian Orthodox Church, Orthodox Churches of Czech Republic, Serbia, Bulgaria or Georgia, Anglican Church-Jerusalem/Middle East.*

The Church of Pakistan is to clarify if the candidate named still resides in Pakistan. If an alternative needs to be sought, the board is requested to give priority to youth.

A nominee is being sought from the Philippine Independent Church.

The Congregational Church of Samoa is to consider the possibility of nominating someone from that Church instead of the proposed name from the

Methodist Church in Fiji.

Commission on Education and Ecumenical Formation

A young person from an educational institution in North India is being sought to fill the vacant position for Asia. As soon as an adequate name is proposed, a letter will be sent to the Church of North India for endorsement and approval.

Special Commission

A young person is being sought to fill the vacant position for a youth, if possible from the Church of South India, or from the United Evangelical Lutheran Church of India.

Advisory Group on Communication

A nominee is being sought to fill the vacant position for an arts specialist.

18. DATES AND PLACES OF NEXT MEETINGS

Dr. Raiser reminded Executive Committee members that the next meeting of the Executive Committee will be in Damascus, from 26 - 29 September 2000. The Central Committee will meet in Berlin, 29 January - 6 February 2001. This will be preceded by a meeting of the Executive Committee, January 26 - 27, also in Berlin.

19. CLOSING ACTION

The Moderator thanked members of the Executive Committee for their participation in the meeting. He also expressed appreciation to the General Secretary and other staff involved in the preparation and conduct of this meeting.

The Moderator adjourned the meeting on Friday, 3 March, at 12.30 hours and pronounced a benediction.

LIST OF PARTICIPANTS

Officers:	H.H. Aram I, Catholicos of Cilicia (Moderator)
	Justice Sophia O. A. Adinyira (Vice-Modeator)
	Dr. Marion S. Best (Vice-Moderator)
	Rev. Dr. Konrad Raiser (General Secretary)
:	
Members:	Rev. Yadessa Daba
	Rev. Inamar Correa de Souza
	Dean Anders Gadegaard
	Bishop Dr. Wolfgang Huber
	Ms. Jana Kalinova
	Ms. Carmencita Karagdag
	H.G. Mar Cyril Aphrem Karim
	Rev. Dr. Clifton Kirkpatrick
	Very Rev. Leonid Kishkovsky
	Rev. Septemmy E. Lakawa
	Prof. Dr. Samuel Lee
	Rev. Dr. Maake S. J. Masango
	H.G. Archbishop Nifon of Targoviste
	Ms. Abigail O. Ogunsanya
	Rt. Rev. Dr. Zacharias Mar Theophilus
	Very Rev. Dr. Georges Tsetsis
	Rev. Dr. Ilaitia Sevati Tuwere
	Bishop McKinley Young
Ex Officio:	Fr. Dr. K.M. George
Apologies:	Rev. Dr. Hilarion Alfeyev
	Ms. Donnalie E.C. Edwards

Substitute:	Rev. Fr. Mikhail Gundyaev
Staff:	Ms. Jeanne Becher Mr. Robert Christeler Ms. Aruna Gnanadason Ms. Kristine Greenaway Mr. Georges Lemopoulos
	<u>Part-time</u>
	Ms. Carol Abel Rev. Dwain Epps Dr. Elizabeth Ferris Dr. Tarek Mitri Rev. Carlos Sintado Mr. Huibert van Beek Mr. Marlin VanElderen
Minute-Writer:	Ms. Irmhild Reichen-Young
Administration:	Mr. Gerard Scarff Ms. Ursula Zierl

DATES OF FUTURE MEETINGS
(revised)

The General Secretary referred to the fact that there had been no gap between the end of committee work and the reports to plenary. In order to allow for more space, a revised schedule of dates was being proposed. This was **approved** as follows:

2000 (unchanged)	
Executive Committee	29 February - 3 March
Executive Committee	26 - 29 September
2001	
Executive Committee	26 - 27 January
Central Committee	29 January - 6 February
Executive Committee	11 - 14 September
2002	
Executive Committee	19 - 22 February
Executive Committee	23 - 24 August
Central Committee	26 August - 3 September
2003	
Executive Committee	18 - 21 February
Executive Committee	22 - 23 August
Central Committee	25 August - 2 September
2004	
Executive Committee	17 - 20 February
Executive Committee	20 - 21 August
Central Committee	23 - 31 August
2005	
Executive Committee	15 - 18 February